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OVERALL NOTES FOR PDP

Except for DDO, the Career Services operate with fairly discrete office functional distinctions, hence gross Career Service numbers or percentages can be misleading if viewed as positive indicators of satisfactory or unsatisfactory ratios. Only the Head of the Career Service can make the determination that each office of the Service is developing a proper ratio of qualified officers, developing officers and executive positions.

The attached charts and notes provide brief summaries of the Career Service statistics with comments on what appear to be problem areas. The plans vary from what appear to be carefully developed programs to perfunctory listings of positions or names. Some offices followed guidelines for naming several possible candidates; others apparently listed a name only if the assignment was firm. In these circumstances we are unable to determine if there are or were other candidates, and consequently there is no evidence of the size of the pool of qualified executives or candidates.

Format for future PDP reports will be structured to provide such data and to require Career Service comment on positions where there are no candidates as well as on Developmental Roster candidates without planned developmental experiences.

The review of the PDP lists with the Head of the Career Service is an opportunity to determine Career Service action to provide solutions for these discrepancies as well as an opportunity to become familiar with the officers who form the pool from which future Agency managers will be selected.

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